

The rules of choosing winners of the competitions for temporary/indefinite employment at IM PAN

The assessment and selection of candidatures proposed in particular competitions is made by the Committee for Employment and Assessment of Scientific Activity of Employees.

The basis for assessing the candidatures consists of: scientific curriculum vitae, list of publications and research programme. In the case of young researchers, the recommendations by their scientific mentors are also considered. Moreover, the Committee shall consult heads of the departments and laboratories in which the candidate is supposed to work, and, if necessary, external experts.

When assessing the candidatures, the Committee takes into consideration the following factors:

- Scientific achievements, quality of achieved results and their repercussions for research carried out by other scientists;

- Development potential of a candidate (in the case of young researchers);

- Scientific quality of the research programme and the chances of its implementation;

- Expected results of the scientific work at IM PAN during employment;

- Correspondence between previous achievements and research programme and scope of research carried out by mathematicians employed at the Institute;

- Chances of effective cooperation with mathematicians working in the candidate's potential place of employment;

- The need to strengthen or reduce particular research teams at the Institute.

In addition, when assessing the candidates for indefinite employment, the Committee takes into consideration organizational skills and aptitude of the candidate to exercise organizational-scientific functions at the Institute.

In the case of temporary employment, the Committee gives higher priority to persons who have not been employed at the Institute at all or have been employed only for a short period.

The Committee gives lower priority to persons who do not prognosticate to establish significant scientific cooperation with members of the existing teams.

Taking into consideration the scientific quality of the applicants and the potential of the Institute to employ new researchers, the Committee prepares the list of the highest ranked candidates qualifying for employment, as far as the finances allow. Apart from the candidates strongly recommended for employment, in the case of competitions with many open positions, the Committee prepares a ranking list with reserve candidatures.

The results of a competition are presented immediately in writing to the Directory Board of the Institute.